



DCFS Strategic Plan Update

By

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DCFS Strategic Plan Snapshot

Goals: Safety, Permanency, and Access to Caring and Effective Services





Objectives: 50 objectives researched, analyzed, and implemented by 32 teams






19 (38%) teams completed objectives




19 (38%) teams on target to complete objectives





12 (24%) teams working through identified barriers




DCFS Strategic Plan Dashboard

DCFS Practice Model	Objective Date	Revised Date	Status
I.1.1 Implement Core Practice Model department-wide.	12/14		
I.1.2 Implement coaching and mentoring department-wide.	12/14		
I.1.3 Expand and enhance existing prevention/aftercare services.	12/13	1/15	
I.1.4 Implement plan to reduce disparity/disproportionality for African-American children.	9/13	1/15	

I.1.5 Increase "Reunification within 12 Months" from 64.5% to 70%.	7/13	7/15	
I.1.6 Reduce "ER Over 30" rate to 5% over the State average rate.			
I.1.7 Implement the countywide self-sufficiency plan.			
I.1.8 Reduce the number of youth crossing over from DCFS to Probation by 15%.	9/13	7/14	
I.1.9 Reduce court sanctions by 50% through improved report writing and automation.	7/13	12/14	

Placement and Service Capacity	Objective Date	Revised Date	Status
I.2.1 Establish a real-time database for out-of-home care placement availability.	7/14		
I.2.2 Recruit and train an additional 10% of foster homes.			
I.2.3 Enhance monitoring/oversight of Foster Family Agencies, licensed foster homes and other out-of-home care providers.	9/13	1/15	

Placement and Service Capacity Continued	Objective Date	Revised Date	Status
I.2.4 Establish and fill 300 Treatment Foster Care beds.	7/13	12/15	
I.2.5 Modify group home and FFA contracts to make them responsive to all levels of child care and placement of DCFS children.	12/13	1/15	
I.2.6 Created 30-day assessment beds with currently contracted group home providers.			
I.2.7 For youth requiring out-of-home care, increase relative placements by 20%.	7/13	12/15	

Emergency Response Command Post	Objective Date	Revised Date	Status
I.3.1 Determine feasibility of decentralizing the Emergency Response Command Post.			
I.3.2 Complete a business process re-engineering of Hotline, Command Post and regional emergency response operations.	7/13	11/14	
Concurrent Planning			
I.4.1 Implement child and family teams to address permanency options for every child.	7/14		

I.4.2 Ensure relevant contracted services include outcomes which support shortened timelines to permanency.

12/13

1/15



I.4.3 Reduce the percentage of youth in care three years or longer by 10%.

12/13

12/14







I.4.4 Increase the percentage of children adopted within 24 months from 24.2% to 28%.

7/13

12/14



Partnerships & Collaborations	Objective Date	Revised Date	Status
I.5.1 Develop community visitation centers for each regional office.			
I.5.2 Explore the use of geographic appropriate Resource Centers to support families and prevent entry into the system.			
I.5.3 Establish regional community advisory bodies for each regional office and establish the Director's Child Welfare Advisory Council.			
I.5.4 Implement the Parents in Partnership Program in each regional office.	7/13	12/14	

I.5.5 Develop an outreach and training model for communities and partners that increase their ability to provide services that improve safety, permanency and well-being of children and families. **7/13** **1/15**






I.5.6 Develop an outreach, training and performance measurement model for all DCFS contracted community based services. **12/13** **1/15**







I.5.7 Expand the Foster Youth Education Program to all five Supervisorial Districts.



Caseload/Workload Management	Objective Date	Revised Date	Status
II.1.1 - III.4.2 Complete a Caseload Equity Analysis and redeploy resources to meet equity requirements.			
II.1.2 Reduce by 3% the number of employees on leave by enhancing Return to Work.			
II.1.3 Develop a targeted hiring plan with a 2 year commitment for understaffed offices.*			

*Reflects a substantive revision of the objective.

Job/Role Expectations	Objective Date	Revised Date	Status
II.2.1 Develop a personnel handbook which clearly describes job responsibilities for staff.	7/14		
II.2.2 Develop clear job performance standards for all staff.	12/13	6/15	
Human Resource Management			
II.3.1 Conduct training needs assessment to assess what staff needs to perform their job			
II.3.2 Revamp the training curriculum for social workers			

II.3.3 Develop ongoing training curriculum for DCFS staff and providers

12/13 9/14



II.3.4 Revise performance evaluations to include standards and accountability.



II.3.5 Implement Internal Affairs/Performance Management process coordination.








Data-driven Strategic Plan Management

III.1.1 – III.1.2 Consolidate and streamline access to data reports.

12/14



Technology Integration	Objective Date	Revised Date	Status
III.2.1 Conduct department-wide technology needs assessment.			
III.2.2 Ensure all case carrying line staff/supervisors have needed technology tools.	7/13	6/14	
Policy Review and Consolidation			
III.3.1 – III.3.3 Develop a user-friendly, legally compliant, online policy manual.	7/14		

Departmental Structure	Objective Date	Revised Date	Status
III.4.1 Implement a new DCFS re-organized management structure.			
III.4.3 Establish effective coordination with Public Health Nurses.	9/13	1/15	
III.4.4 Submit all necessary information to State to secure Title IV-E Waiver.	7/13	10/14	